

**WHAT IS CLAIMED IS:**

1. A method comprising  
storing a set of roles for an organization,  
storing user information for a user, the user information including a first role and a second, later role, and  
automatically generating a career path based on the set of roles, the first role, and the second role.
2. The method of claim 1 further comprising generating a training recommendation based on the career path.
3. The method of claim 1 further comprising:  
comparing a first set of qualification data included in role information for a role in the career path with a second set of qualification data included in the user information; and  
identifying a qualification included in the first set of qualification data but not in the second set of qualification data.
4. The method of claim 2 wherein generating a training recommendation includes determining an association between the qualification and a training program.
5. The method of claim 1 wherein the career path includes a set of intermediate roles between the current role and the second role.
6. The method of claim 1 further comprising providing a list of roles from the set of roles.
7. The method of claim 6 wherein storing the user information further comprises: displaying available roles from a list of roles; and  
receiving a user selection from the displayed available roles.

8. The method of claim 1 further comprising sorting roles from the set of roles according to qualification data, and selecting roles with a particular set of qualifications.
9. The method of claim 1 wherein determining the second role includes receiving a user input.
10. The method of claim 1 further comprising saving the career path.
11. The method of claim 1 further comprising sending the career path associated with the user to a second user.
12. The method of claim 11 wherein the second user includes a manager.
13. The method of claim 11 wherein the second user includes a human resources employee.
14. A method comprising  
providing links between roles that may be part of a career path,  
receiving a first role and a second role based on to user input, and  
generating a career path including a set of roles between the first role and the second role based on the links between roles.
15. The method of claim 14 wherein the links include binary links.
16. The method of claim 14 further comprising displaying the set of roles to a user.
17. The method of claim 14 further comprising determining a path with the least number of roles between a first role and a second role.

18. The method of claim 14 further comprising determining a path with a typical progression of roles between a first role and a second role.

19. The method of claim 14 further comprising determining a plurality of paths between a first role and a second role.

20. The method of claim 19 further comprising receiving a path selection corresponding to user input.

21. The method of claim 14 further comprising using a job category to obtain the second role corresponding to the user input.

22. The method of claim 14 further comprising using job family within a job category to obtain the second role corresponding to the user input.

23. The method of claim 14 further comprising determining the links between roles based on skill and competency measures.

24. A method for determining a path between two roles, the method comprising<sup>17</sup> providing a list of roles, providing rules to govern links between roles, and generating a career path between a first role and a second role based on the rules.

25. The method of claim 24 further comprising generating the rules based on a possible progression between two roles.

26. The method of claim 24 wherein the rules include skill set data.

27. The method of claim 24 wherein the rules include competency measures

28. The method of claim 24 wherein the rules include certifications.

29. The method of claim 24 further comprising providing rules further comprises receiving rules based on a user input.

30. The method of claim 24 wherein providing a second set of rules corresponding to an accelerated path.

31. The method of claim 30 wherein the accelerated path includes less intermediate roles than a typical career path.

32. The method of claim 24 further comprising generating a set of links between two roles such that no rules are violated.

33. The method of claim 24 wherein the rules include training suggestions for a particular role.

34. The method of claim 33 further comprising generating a list of training suggestions for a progression from a first role to a second role.

35. A method comprising,  
providing a plurality of backgrounds, each background associated with a respective employee,  
sorting the backgrounds by role, and  
sending backgrounds to a user in response to user input.

36. The method of claim 35 further comprising selecting a role and set of backgrounds based on user input

37. The method of claim 35 further comprising contacting the employee associated with a particular background.

38. The method of claim 37 wherein contacting includes e-mailing.

39. The method of claim 37 wherein contacting includes establishing an internet chat session.

40. The method of claim 35 further comprising allowing the employee to select whether their background information can be viewed by other users

41. The method of claim 1 further comprising displaying job openings associated with a role in the career path.